

London Borough of Barnet
2 Bristol Avenue,
Colindale NW9 4EW
14 December 2022
Our ref: 8464156

Thank you for your request received on 7 October 2022, for the following information:

I am undertaking some research into the lived experiences of Black Social Workers. As such, I am making a Freedom of Information Request from all London Boroughs on the following areas:

Ø What is the total number of Social Workers employed by your Local Authority, and what is the make up of that number in regards to ethnicity?

Ø What is the total number of Black Social Workers in your Local Authority employed in these positions:

- a) Social Worker,**
- b) Senior Social Worker,**
- c) Advanced Practitioner,**
- d) Practice Consultant,**
- e) Deputy or Assistant Team Manager,**
- f) Team Manager**
- g) Service Manager,**
- h) Deputy or Assistant Director, and**
- i) Director?**

Ø How many complaints of racism have been made by Black Social Workers, and how many of these complaints have resulted in the Black Social Worker leaving the Local Authority before the complaint was resolved, or within six months of making the complaint, or it being resolved?

Ø How many complaints have been made against Black Social Workers by White Social Workers, and what was the reasons for these complaints?

Ø How many Black Social Workers are

- a) on any Diversity Board/ Diversity Committee/ Diversity Group within your Local Authority, and**
- b) how many of the Heads or Leads of these boards, committees or groups are Black?**

Ø How many Locum Social Workers are employed by your Local Authority, and what is the make up of this number in regards to ethnicity?

We have processed this request under the Freedom of Information Act 2000.

Response

I am writing to inform you that we have searched our records and although we hold some of the information requested, some of the information you requested is not held by London Borough of Barnet.

We have provided answers to your request below.

Ø What is the total number of Social Workers employed by your Local Authority, and what is the make up of that number in regards to ethnicity?

This is based on permanent appointments where the post is flagged on the establishment as Front Line Social Worker.

There are 131 permanent Social Workers in total comprising of the following:

Asian 12

Black 37

White 47

Other/Prefer not to say/Not known 37

Ø What is the total number of Black Social Workers in your Local Authority employed in these positions: a) Social Worker, b) Senior Social Worker, c) Advanced Practitioner, d) Practice Consultant, e) Deputy or Assistant Team Manager, f) Team Manager, g) Service Manager, h) Deputy or Assistant Director, and i) Director?

The answer for the positions a) to i) cannot be ascertained as ethnicity information is not held in the format requested in so far as the Council has a wider range and different titles for posts. Furthermore, the Council is not obliged to create new information as a result of an information request.

Refusal Notice

S12 - Exceeds Appropriate Limit (cost limit)

The London Borough of Barnet considers that compliance with this request would exceed the appropriate costs limit under section 12 of the Freedom of Information Act 2000 which is £450 or 18 hours of officer time. This is because there is no central record of this information. To get this information we would have to manually go through the records of each social worker, work out the pay band for the position described and collate which description the social worker falls under.

Advice and Assistance

We could provide the information under the headings: Senior manager, Middle manager, First line manager, Senior practitioner, Case holder and Qualified without cases

Ø How many complaints of racism have been made by Black Social Workers, and how many of these complaints have resulted in the Black Social Worker leaving the Local Authority before the complaint was resolved, or within six months of making the complaint, or it being resolved?

Information not held. There is no reportable data for the time period specified.

Ø How many complaints have been made against Black Social Workers by White Social Workers, and what was the reasons for these complaints?

Information not held. There is no reportable data for this question.

Ø How many Black Social Workers are a) on any Diversity Board / Diversity Committee / Diversity Group within your Local Authority, and b) how many of the Heads or Leads of these boards, committees or groups are Black?

None

Ø How many Locum Social Workers are employed by your Local Authority, and what is the make up of this number in regards to ethnicity?

Barnet has 73 locum social workers. Information not held. The agency provider does not hold reportable equality data.

Further information

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

Advice and Assistance : Direct Marketing

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

Your rights

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: foi@barnet.gov.uk. Or by post to Records & Information Management Service, Assurance Group, London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website www.ico.org.uk). There is no charge for making an appeal.